Designing an Inclusive Employment Policy in line with the Article 27 of CRPD

A toolkit for Policymaking in the Arab region
Content
1. Background
2. Vision & Objectives
3. Strategic Direction & Priorities
4. The Role of Mainstreaming
5. Compliance
6. Policy Process
1. Background

A. Rationale
   ➢ Accelerating Inclusion
   ➢ Art. 27 & General Comment 8

B. Objective
   ➢ Helping Policymakers With The How & What

C. Approach
   ➢ Demand & Supply Side
   ➢ Targeted Policy + Mainstreaming

D. Structure
2. Vision & Objectives

1. Openness
   - Opportunities to enter the workforce, choose and pursue careers.

2. Inclusivity
   - No Exclusion
   - No Segregation

3. Accessibility
   - Removing Barriers (Virtual & Physical)
   - Reasonable Accommodation
3. Strategic Direction & Priorities

- Ensuring Just and Favorable Work Conditions
- Promoting Equal Employment of Persons with Disabilities
- Guaranteeing Reasonable Accommodation in the Workplace
- Supporting Labour Market Transitions
- Enhancing Participation in Social Dialogue and Collective Bargaining

Respect  Protect  Fulfill
4. Mainstreaming

- Birth
- Childhood
- Youth
- Adulthood
- Aging

Risk of Exclusion
4. Mainstreaming

Risk of Exclusion

Birth Childhood Youth Adulthood Aging

1. No Inclusive Policies
4. Mainstreaming

- 1. No Inclusive Policies
- 2. Inclusive Employment Only
4. Mainstreaming

1. No Inclusive Policies
2. Inclusive Employment Only
3. Some Mainstreaming

Risk of Exclusion

Birth    Childhood    Youth    Adulthood    Aging
4. Mainstreaming

- Risk of Exclusion

- Birth
- Childhood
- Youth
- Adulthood
- Aging

1. No Inclusive Policies
2. Inclusive Employment Only
3. Some Mainstreaming
4. Full Inclusion
5. Compliance

M&E
- Define Responsibilities
- Data From Employers
- Labor Force Surveys

Administrative
- Filing complaints
- Mainly Public Sector

Judicial system
- Different Entry Points
- Accessible Mechanisms
6. Policymaking Process

1. Disability Assessment
2. Issue Identification
3. Vision & Goal
4. Formulation
5. Validation
6. Action Plan
7. Implement, M&E

7 steps of the Inclusive Employment Policy cycle
Thank You